

## SCHOOL NOTES

### Free aviation workshop Feb. 20-21

INDEPENDENCE — The International Experimental Aircraft Association (Salem Chapter) will offer a free workshop on sport aviation and aerospace on Feb. 20 and 21. The event will take place at the Independence Air Park and is open to students ages 14 to 18.

Participants will be exposed to the physics of flight, weather, map reading/GPS, simulators, hands-on inspection of aircraft, aircraft construction/aerospace materials, careers in aviation and more.

Visit [www.polkio.com](http://www.polkio.com) for a link to register or for more information.

### Career workshops open to CHS students

INDEPENDENCE — The Panthers Academic Center Beyond the Bell program is sponsoring a series of career and job skills workshops.

The second workshop will be Tuesday at 3:30 p.m. and will focus on writing effective resumes and cover letters. Workshops are open to all students at Central High School.

For more information: Prindi Flug, [pflug@central.k12.or.us](mailto:pflug@central.k12.or.us), Stacy Olson, [solson@central.k12.or.us](mailto:solson@central.k12.or.us), or Tresa Henderson, [thenderson@central.k12.or.us](mailto:thenderson@central.k12.or.us).

### Health care scholarship available

POLK COUNTY — Applications are being accepted for the West Valley Hospital Foundation scholarship for students in medically related fields of study.

All applications must be received by March 25.

Applicants must have a permanent residence in Polk County or be a current employee or family member of a current employee at West Valley Hospital and must have applied to a college in their field of study before applying for the scholarship.

Visit [www.salemhealth.org/scholarships](http://www.salemhealth.org/scholarships) for forms. Call 503-831-3456 for more information.

### DHS hosts robotics event Saturday

DALLAS — More than 30 robotics teams from around Oregon and Washington will compete Saturday at Dallas High School's third annual robotics tournament.

Competitions run from 11 a.m. to 4:30 p.m. in the DHS forum and cafeteria, 1250 SE Holman Ave. Members of the public are invited to watch the competition, which pits the teams' robotics against each other in a set of pre-determined tasks.

For more information: [Lee.Jones@dtd2.org](mailto:Lee.Jones@dtd2.org).

## ACADEMIC HONORS

### George Fox announces graduates

NEWBERG — Two Polk County students earned degrees during George Fox University's mid-year commencement ceremony on Dec. 19.

From Dallas: Amy Lowery, Master of Business Administration. From Monmouth: Hailee Gates, Bachelor of Science in psychology.

More than 250 students received undergraduate and graduate diplomas during the ceremony.

### Local students earn dean's list honors

NEWBERG — More than 850 traditional undergraduate students earned dean's list recognition at George Fox University in the fall of 2015. Students must earn a 3.5 GPA or above on 12 or more hours of graded work to earn a spot on the dean's list.

Polk County students are:

Dallas: Michaiah Annear, freshman, elementary education; Asheley Crabtree, sophomore, accounting; Courtney DuMond, senior, biology; Savanna Poston, freshman, organizational communication.

Monmouth: Ben Griner, senior, computer science; Colton Magill, sophomore, economics and finance.



Western Oregon University non-tenure-track faculty and tenure-track faculty joined together in a demonstration outside of Werner University Center on Jan. 27 to protest the lack of contract between the teachers and university.

# UNSETTLED TERMS

Western Oregon officials, teachers agree on all but salary in negotiations

By Emily Mentzer  
The Itemizer-Observer

MONMOUTH — The associate professors at Western Oregon University have been working without a contract since the beginning of the year, said Mark Perlman, president of the WOU Federation of Teachers union.

"It was either extend the contract through June or nothing," he said at the Jan. 27 WOU Board of Trustees meeting. "The university chose nothing."

Members of the WOU faculty union gathered in front of Werner University Center to express their distaste over the negotiations before marching to the administration building to "Tell President Rex Fuller" what they thought of the current proposal.

The bargaining teams from both WOU and the union have been in negotiations since February 2015, Perlman said, but have reached an impasse when it comes to salaries.

When bargaining started, the university had projected an increase in enrollment, which would have meant more money from tuition and fees, WOU's website states. Instead, enrollment is down at Western 3.5 percent, or about 160 full-time equivalent students.

President Rex Fuller said in a report to the board that being short by 100 FTE students was about the same as \$1 million less in revenue, assuming the current mix of



Faculty have been working without a contract at Western Oregon University since the beginning of the year.

resident and nonresident students.

The university's most recent proposal includes a 7 percent raise over two years, with 5 percent coming the first year and 2 percent the second, with an additional 3 percent increase in the second year if fall 2016 enrollment increases by 100 FTE students over the 2015 fall enrollment.

The way tenure track faculty are paid is different from the way non-tenure-track faculty are paid, and that was one of the topics of conversation at the Jan. 27 meeting.

Universities have a two-tier system: tenure track faculty, David Rives, presi-

dent of the American Federation of Teachers of Oregon, said at the meeting, where roughly 60 people attended. Non-tenured-track, or associate professors, work year to year, on appointment, at a lower rate of pay than tenured professors, Rives said.

"These are the same teachers, same quality," he said. "If you were to ask a student, 'is your teacher tenure-track or non-tenure track,' they couldn't tell you."

Rives said it is time for universities to end this practice, particularly since non-tenured professors make up 76 percent of instructors on campuses in Oregon.

Molly Mayhead, professor of communication studies, has worked at WOU for 28 years.

She is a tenured faculty member, and spoke about how Western administrators have increased in number and in pay.

"One administrator was given a \$23,000 salary increase in a three-year period," she said. "And then they have the audacity to turn to us with the words, 'I'm sorry, there's no more money,' dripping from their lips."

WOU senior Jenesa Ross said she is worried about the pocketbooks of students.

"The students don't have

the money," she said. "We don't know where our next meal is coming from; 64 percent of us are food insecure."

Ross said she agrees that teachers shouldn't be divided, but noted that increasing tuition is pricing people out of an education.

"I'm \$40,000 in debt when I'm done here," she said. "I have to pay that back, and I don't know how I'm going to do it. I really don't."

Chloe Hughes said when she started working at WOU in 2003 as an adjunct professor, she found it difficult to survive on the income.

"I was a single mother and regularly had to make choices about whether I was going to put gas in my car or feed my kids," said Hughes, now the coordinator of the undergraduate and post-baccalaureate teach education program. "That's a very difficult choice to make."

Hughes said teachers at WOU also use food banks. Members of the union say the average salary for a non-tenure-track professor is \$33,000, \$13,000 short of the living wage for Polk County, based on Massachusetts Institute of Technology's "Living Wage Calculator."

"John Minahan, you actually took a salary cut and you led the way," she said to Minahan, who is a member of the board of trustees. "I can't get over how many increases there have been on this campus, and we're saying we can't afford to give increases to faculty here."

Minahan was president of WOU from 2005 to 2011. Perlman said the difference between what the union is asking and what the university is proposing is \$210,000.

According to the university, the difference between the two proposals is larger.

According to WOU, the university's proposal would cost \$2.89 million over the biennium, while the union's proposal will cost \$4.23 million.

For more information about the negotiations, including copies of documents used in talks between the university and union: [www.wou.edu/facultynegotiations](http://www.wou.edu/facultynegotiations).



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